OCCUPATIONAL INJURIES AND DISEASES IN ALBERTA

Lost-Time Claims, Disabling Injury Claims and Claim Rates

Health Services Industries 2005 to 2009

WORK SAFE ALBERTA

Government of Alberta

Summer 2010

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HIGHLIGHTS

Lower lost-time claim rate and disabling injury rate in 2009.

- In 2009, the lost-time claim rate for the Health Services industries decreased by 2.6% to 3.14 per 100 person-years worked. The average rate for all sectors in the province was 1.69 per 100 person-years worked. The duration rate in 2009 was 53 days lost per 100 person-years worked, a 2.1% increase from 2008 and higher than the average for all sectors in the province, 40 days lost.
- The disabling injury rate decreased by 6.6% to 3.84 per 100 person-years worked. The average rate for all sectors in the province was 3.09 per 100 person-years worked.
- The decreases in the lost-time claim and disabling injury rates were the result of decreases in the numbers of lost-time claims and disabling injury claims. Lost-time claims decreased by 3.7% and disabling injury claims by 7.7%. Person-years worked estimates decreased by 1.2%.

Smaller employers experienced the lowest injury rates.

- Employers with less than 10 person-years worked had the lowest lost-time claim rate at 0.91 per 100 person-years worked. Employers with 40 to 99 person-years worked had the highest lost-time claim rate in 2009 at 2.90 per 100 person-years worked, followed by employers with 100 or more person-years at 2.83.
- Employers with less than 10 person-years worked had the lowest disabling injury rate at 1.16 per 100 person-years worked. Employers with 40 to 99 person-years worked had the highest disabling injury at 4.05 per 100 person-years worked.

Injury rates decreased in most Health Services industries.

- Most Health Services industries displayed decreases in lost-time claim rates and disabling injury rates in 2009. Two industries, the Health Units industry and the Rehabilitation Services for the Disadvantaged industry displayed increases in lost-time claim and disabling injury rates in 2009.
- The Supply of Medical Personnel industry had the lowest lost-time claim and disabling injury rates of the Health Services industries at 0.47 and 0.86 respectively per 100 person-years worked.
- The Long Term Care industry had the highest lost-time claim and disabling injury rates at 4.88 and 6.45 per 100 person-years worked.
- In 2009, the Health Services industries accounted for 6.6% of person-years worked, 12.2% of lost-time claims, 6.5% of modified work claims, and when combined, 8.2% of disabling injury claims in the province.

In 2009, sprains, strains and tears was the most common nature of injury.

- Sprains, strains and tears continued to be the leading nature of injury, accounting for 65.6% of the disabling injury claims submitted in the Health Services industries. However, disabling injury claims for infectious and parasitic disorders were claims in the Health Services industries that had a higher proportion when compared to the average proportion for all sectors, indicating a higher likelihood of this type of injury occurring, 11.7 times the average for all sectors.
- The back (including spine and spinal cord) was the most commonly injured body part, accounting for 32.9% of all disabling injury claims. Disabling injury claims connected with the body systems however (for example, circulatory, digestive and respiratory systems) displayed a proportion that was 6.0 times higher than the average for all sectors in the province. Multiple body parts displayed proportion that was 1.9 times the average for all sectors.
- The primary source of injury causing disabling injury claims was person – other than injured or ill worker, which accounted 34.9% of all claims. This injury category also had a proportion 10.4 times higher than the average for all sectors in the province.
- In 2009, the two most common types of event or exposure, overexertion and bodily reaction, accounted for 50.4% of disabling injury claims. Disabling injury claims caused by assaults and violent acts and by overexertion however, had proportions that were 5.9 and 2.1 times higher than the average for all sectors.
- The median work days lost was five, compared to the provincial figure of seven. The average days lost per claim was 17, compared to the average for all sectors in the province, 24 days lost per claim.

A few notes about this report:

- This report presents 2009 data beside 2008 data to help with comparisons. Additional historical data are presented where possible.
- Information presented in this report is based on incidents that occurred during 2009 and were accepted as lost-time or modified work claims by Workers' Compensation Board – Alberta (WCB) as of March 31, 2010.
- Injury claim rates based on a small number of person-years worked are too volatile to make valid comparisons over time. Therefore, claim rates are not calculated when there are fewer than 40 person-years worked. Duration rates are also volatile when based on a small number of lost-time claims. Duration rates are not calculated when there are fewer than 30 lost-time claims.
- Estimates of year-over-year change for rates presented in this report are calculated using unrounded figures and may not match those produced from rounded figures. Percentages displayed in tables may also not total 100, due to rounding.
- Throughout the report, the lost-time claim rate is the number of lost-time claims per 100 person-years worked, the disabling injury rate is the number of disabling injury claims per 100 person-years worked and the duration rate is the number of days lost per 100 person-years worked. Fatality rates are expressed as the number of fatalities per million person-years worked.
- Analyses by industry are based on WCB industry classification and aggregation. For more information see https://ds.wcb.ab.ca/WCB.RateManual.WebServer/alphaindex.aspx.
- Analyses by occupation group are based on the National Occupational Classification (NOC). The NOC provides a standard list of occupations across the country. For more information see http://www5.hrsdc.gc.ca/NOC.
- Occupational injuries and diseases listed throughout this report are based on the Z795 Coding of Work Injury or Disease Information produced by the Canadian Standards Association (CSA) for categorizing occupational injury and disease. For more information see http://www.shopcsa.ca/onlinestore/GetCatalogItemDetails.asp?mat=2416404.
- Terms, definitions and formulas used throughout this report are described in Appendix A.

INTRODUCTION

Role of the Ministry of Employment and Immigration

The Ministry of Employment and Immigration includes the reporting entity of the Department of Employment and Immigration (E&I). E&I develops and delivers policies, programs and services to foster labour force development; ensure fair, safe and healthy workplaces; and help those in need. The Department also provides leadership for immigration and interprovincial labour mobility policy for the Government of Alberta, and coordinates resources to support the settlement and integration of new Albertans. The Occupational Health and Safety Council (OHSC) is an administrative body that performs an advisory function in accordance with the power and authority specified under the *Occupational Health and Safety Act*.

Occupational Injuries and Diseases in Alberta – Health Services Industries 2005 to 2009

E&I prepares this annual report to provide analysis of workplace health and safety to meet the demand from industry and safety associations, labour organizations, employers and workers for incorporating this information into their strategic plans for enhancing workplace health and safety. This includes:

- descriptions of programs and initiatives undertaken in pursuit of its workplace health and safety mission and goals;
- analysis of provincial occupational injury and disease information;
- estimations of the risk of injury or disease at the provincial, industry sector and sub-sector level as well as general descriptions about the incidents and injured workers.

The *Occupational Injuries and Diseases in Alberta* publications present analysis of aggregate injury claim data to allow for the tracking of workplace health and safety performance over time. This is important for evaluating past and present performance, and in providing strategic information for the direction of workplace health and safety policy. The analysis contained in the *Occupational Injuries and Diseases* reports provides a comprehensive picture of workplace injuries in the province, allowing for a prevention focus to be made based on injury probabilities, rather than possibilities.

Healthy and Productive Workplaces

E&I promotes safe, healthy and productive workplaces, as well as fair, equitable and stable labour relations to ensure a fair, safe and healthy work environment for Alberta's workers. Work is central to people's lives, and to the stability of families and societies. People want work that provides them with an acceptable standard of living. It is important that workers

enter an environment where their health and safety are protected, where they are treated with respect and they are compensated fairly for the job they are doing. This results in an attractive workplace that furthers the position of Alberta employers to be competitive in the global economy (see Note 1.1). Alongside the human cost of occupational injuries and diseases and the impact on families and society, the economic costs are numerous.

Note 1.1
Research by the International Institute for Management Development and the World Economic Forum suggests that the safest-working countries also have the best competitiveness ratings
(ILO, XVIIth World Congress on Safety and Health at Work, Introductory Report: Decent Work-Safe Work, September 2005).

Claim costs for occupational injury and disease by WCB are projected to total $700 million in 2010.[1] These costs are ultimately paid by employers through premium payments, and impact the costs of running a business as well as the final cost of delivering products and services. Further costs associated with occupational injuries and diseases include the material damage to equipment and premises, the additional cost of hiring staff to cover for injured workers, and the lost productivity resulting from the absence. Additional impacts of poor health and safety for employers include higher absenteeism and lower morale of employees, loss of skilled and experienced employees, loss of the company's investment in training, and difficulty recruiting high-quality employees due to the loss of image (particularly in the case of subcontractors to larger companies) all leading to losses in productivity and underutilization of production (see Note 1.2).

Note 1.2
The International Labour Organization (ILO) estimates that approximately 4% of Gross Domestic Product is lost due to occupational injuries and diseases (*ILO, World Day for Safety and Health at Work 2009 – Facts on safety and health at work issues, April 2009*).

Other costs borne by the economy and society due in part to work-related injuries and diseases include early retirements, unemployment and poorer households. The International Labour Organization (ILO) estimates that in high-income countries, around 40% of all retirements (before statutory age) are caused by disability. This is equivalent to around 14% of the lifetime working capacity of the employed labour force.[2] Occupational injuries and diseases also affect unemployment and household income levels. Workers with an impairment of capacity can reduce their re-employability and impact household income. Workplace injuries and diseases typically reduce the overall earnings of households and in certain cases, family members have to give up jobs in order to care for an injured worker.

[1] See the Workers Compensation Board Alberta 2010 Premium Rate Manual
http://www.wcb.ab.ca/pdfs/employers/10_premium_rate_manual.pdf
[2] See the International Labour Organization report: Safety in numbers – pointers for a global safety culture at work
http://www.ilo.org/public/english/region/eurpro/budapest/download/safety_in_numbers_engl.pdf

PROVINCIAL SUMMARY

The positive trend continues: there were fewer injuries reported and person-years worked in 2009.

In recent years, improvements were made to the analysis of WCB claim information allowing for modified work claims to be analyzed alongside lost-time claims. Using modified work claim data in addition to lost-time claim data ensures a more comprehensive picture of workplace injuries, and allows for greater insight into incident prevention.

A lost-time claim is a claim submitted to the WCB for an occupational injury or disease that causes a worker to have time away from work beyond the day of injury. Included are claims receiving reimbursement of full or partial lost wages due to occupational illness or injury, or payment for permanent loss of function (for example, hearing loss).

Note 2.1

- **The lost-time claim rate represents the probability or risk of an injury or disease to a worker requiring time away from work, during a period of one year of work.**
- **The disabling injury rate represents the probability or risk of a disabling injury.**

A modified work claim is submitted for an occupational injury or disease where workers have their normal work duties altered enabling them to remain working without losing time from work. Included in the figures are claims where injured workers were helped back into the workplace with modified duties after time lost due to injury or disease, and cases where workers were provided modified duties prior to time lost because of an injury or disease.

Modifying an injured worker's duties can be beneficial for both an employer and an employee. For the employer, the financial cost of an absent worker can be high and returning an injured employee to work as soon as it is medically possible is important for properly managing compensation, disability claims and productivity levels. For the employee, returning to work as soon as medically possible is beneficial both physically and psychologically, and is linked to quicker recovery rates and promotion of self-esteem. Long absences from the workplace are also linked to decreases in labour market attachment.

The number of disabling injury claims reflects both the lost-time and modified work concepts and produces an overall figure where an occupational injury or disease disables a worker causing either time lost from work or for normal work duties to be modified.

In 2009, a total of 26,096 lost-time claims were accepted by WCB. This is a decrease of 16.9% from 2008. In contrast, the person-years worked estimates decreased by 7.9% to

1,539,738 between 2008 and 2009 (see Table 2.1). Expressed as a lost-time claim rate[3], the data translate into a rate of 1.69 per 100 person-years worked, a decrease of 9.8% from 2008, as proportionately there were fewer lost-time injury claims. The 2009 rate is the lowest in the past nineteen years and since 1991, the lost-time claim rate has decreased by 59.1%. Since 2005, the lost-time claim rate has decreased by 29.7%.

Table 2.1
Provincial Figures – Alberta: 2008 and 2009

	2008	2009	% Change
Person-years worked	1,671,916	**1,539,738**	-7.9%
Lost-time claims	31,410	**26,096**	-16.9%
Lost-time claim rate	1.88	**1.69**	**-9.8%**
Modified-work claims	51,725	**34,818**	-32.7%
Lost-time claims involving modified work	22,443	**13,409**	-40.3%
Disabling injury claims	60,692	**47,505**	-21.7%
Disabling injury rate	3.63	**3.09**	**-15.0%**
Duration rate	41	**40**	-3.2%
Days lost (LTC)	689,523	**614,757**	-10.8%
Transaction claim costs (LTC)	$211,054,921	**$195,089,312**	-7.6%

Data Source: WCB Data, Prepared by Data Development and Evaluation

The total number of modified work claims submitted in 2009 was 34,818, a decrease of 32.7%. There were 13,409 claims involving both lost-time and modified work. The number of disabling injury claims was 47,505, a decrease of 21.7% from 2008. The number of lost-time claims involving modified work decreased by 40.3% from 2008. Expressed as a rate, the 2009 disabling injury rate was 3.09 per 100 person-years worked, a decrease of 15.0% from the 2008 rate of 3.63.

Estimates of injury and disease severity are calculated using information on the number of days lost from work. Three basic measures of severity are the duration rate, median days lost from work and average days lost from work. The severity of the injuries and diseases fell in 2009, as reflected by a lower duration rate. The efforts of employers to introduce modified work programs to integrate injured workers back into the workforce also has a positive impact on work days lost. The duration rate of 40 days lost per 100 person-years worked was 3.2% lower than in 2008. The median number of work days lost in 2009 was seven, the same as 2008, and the average days lost increased to 24, from 22 in 2008.

[3] The rate has been calculated from lost-time claims data as of March 31, 2010. This rate underestimates the risk of occupational injury and disease since some lost-time claims that occurred in 2009 were not administered by March 31, 2010.

The lost-time claim rate for the Health Services industries decreased by 2.6% to 3.14 per 100 person-years worked in 2009, although it remains higher than all of the major industries (see Table 2.2). The disabling injury rate for the Health Services industries decreased by 6.6%, to 3.84 per 100 person-years worked in 2009 and is higher than five of the major industries. The Manufacturing, Processing and Packaging industry, the Construction and Construction Trade Services industry, and the Transportation, Communication and Utilities industry all displayed higher disabling injury rates than the Health Services industries.

Table 2.2

Lost-Time Claim and Disabling Injury Rates by Major Industry – Alberta: 2008 and 2009

Major Industry Sector	2008		2009	
	Lost-Time Claim Rate	Disabling Injury Rate	Lost-Time Claim Rate	Disabling Injury Rate
Alberta	1.88	3.63	**1.69**	**3.09**
Agriculture and Forestry	2.72	3.65	**2.36**	**3.02**
Business, Personal and Professional Services	1.20	1.79	**1.08**	**1.57**
Construction and Construction Trade Services	1.91	4.65	**1.73**	**3.92**
Manufacturing, Processing and Packaging	2.24	5.78	**1.65**	**4.42**
Mining and Petroleum Development	0.66	2.92	**0.53**	**2.03**
Public Administration, Education and Health Services	2.29	3.00	**2.21**	**2.90**
Transportation, Communication and Utilities	2.69	4.42	**2.44**	**3.98**
Wholesale and Retail	1.99	3.44	**1.85**	**3.17**
Health Services Industries	3.23	4.11	**3.14**	**3.84**

Data Source: WCB Data, Prepared by Data Development and Evaluation

INDUSTRY SECTOR SUMMARY

The 2009 lost-time claim rate for the Health Services Industries was 3.14 per 100 person-years worked and the disabling injury rate was 3.84.

The Health Services industries lost-time claim rate decreased in 2009 by 2.6%, to 3.14 per 100 person-years worked. The disabling injury rate decreased by 6.6%, to 3.84 per 100 person-years worked. The average lost-time claim rate for all sectors in the province was 1.69 per 100 person-years worked and average disabling injury rate was 3.09 per 100 person-years worked.

The injury rates decreased because the declines in the number of lost-time claims and disabling injury claims were greater than the decline in person-years worked (see Table 3.1). Lost-time claims decreased by 3.7%, disabling injury claims decreased by 7.7% and person-years worked decreased by 1.2%.

Table 3.1
Health Services Industries — Alberta: 2008 - 2009

	2008	2009	% Change
Person-years worked	102,698	**101,515**	-1.2%
Lost-time claims	3,314	**3,192**	-3.7%
Lost-time claim rate	**3.23**	**3.14**	**-2.6%**
Modified-work claims	3,377	**2,246**	-33.5%
Lost-time claims involving modified work	2,472	**1,543**	-37.6%
Disabling injury claims	4,219	**3,895**	-7.7%
Disabling injury rate	**4.11**	**3.84**	**-6.6%**
Duration rate	52	**53**	2.1%
Days-lost (LTC)	53,794	**54,283**	0.9%
Transaction claim costs (LTC)	$13,192,581	**$15,482,254**	17.4%

Data Source: WCB Data, Prepared by Data Development and Evaluation

Estimates of injury and disease severity are calculated using information on the number of days lost from work. Three basic measures of severity are the duration rate, median days lost from work and average days lost from work. The severity of the injuries and diseases increased in 2009, as reflected by a higher duration rate.

In 2009, the Health Services industries had a duration rate of 53 days lost per 100 person-years worked, a 2.1% increase from 52 in 2008. The average duration rate for all sectors in the province was 40. The median days lost in the Health Services industries was five, while the average days lost per claim was 17. Both of these figures were below their coinciding numbers for all sectors, at seven and 24.

Size of Employer

In the Health Services industries, employers with 40 to 99 person-years worked had the highest lost-time claim rate at 2.90 per 100 person-years worked, followed by employers with 100 or more person-years worked at 2.83. Employers with less than 10 person-years worked had the lowest lost-time claim rate at 0.91. Disabling injury rates followed the same trend with employers with 40 to 99 person-years worked displaying the highest rate, 4.05 per 100 person-years worked, followed by employers with 100 or more person-years worked at 3.46 per 100 person-years worked (see Table 3.2). For all sectors in the province, employers with 100 or more person-years worked had the highest disabling injury rate followed by employers with 40 to 99 person-years worked.

Table 3.2
Lost-Time Claim and Disabling Injury Rates by Size[4] of Employer — Alberta: 2009

Size of Employer	Number of Accounts	Person-Years Worked	Lost-Time Claims	Disabling Injury Claims	Lost-Time Claim Rate	Disabling Injury Rate
Less than 10 person-years	1,377	1,984	18	23	0.91	1.16
10 to 19 person-years	83	1,205	22	27	1.83	2.24
20 to 39 person-years	73	2,182	32	53	1.47	2.43
40 to 99 person-years	103	6,277	182	254	2.90	4.05
100 or more person-years	146	89,868	2,544	3,105	2.83	3.46
Unspecified	35	N/A*	394	433	N/A*	N/A*

* These are employers with no payroll information or with person-years worked equal to zero.
Data Source: WCB Data, Prepared by Data Development and Evaluation

Distribution of injury claims

Table 3.3 presents figures for the proportion of employers in the Health Services industries with no lost-time claims or employers with no disabling injury claims in 2009. Table 3.4 displays figures for the proportion of claims submitted by employers.

In 2009, 85% of employers had no lost-time claims and 83% of employers had no disabling injury claims, meaning the injuries and diseases happening in the province are the result of incidents occurring at the operations of less than 20% of employers (see Table 3.3). These figures however, are influenced by employer size. In 2009, the number of employers with no lost-time or disabling injury claims translates to 18% and 16% of the total person-years worked in the Health Services industries respectively (see Table 4.9).

[4] Size is measured in terms of person-years worked. One person-year is equivalent to one full-time worker working for one year.

Table 3.3
Proportion of Employers with no Lost-Time or Disabling Injury Claims – Health Services Industries: 2009

Proportion of Employers	With no Lost-Time Claims	With no Disabling Injury Claims
Health Services	85%	83%

Data Source: WCB Data, Prepared by Data Development and Evaluation

For employers with submitted claims, 26% submitted one lost-time claim, 38% two to five claims and around 37% six or more lost-time claims. For disabling injury claims, similar proportions exist although the number of employers submitting six or more disabling injury claims was 43% (see Table 3.4).

Table 3.4
Proportion of Employers with Claims – Health Services Industries: 2009

1 Lost-Time Claim	2 to 5 Lost-Time Claims	6 to 20 Lost-Time Claims	Over 20 Lost-Time Claims
26%	38%	26%	11%
1 Disabling Injury Claim	**2 to 5 Disabling Injury Claims**	**6 to 20 Disabling Injury Claims**	**Over 20 Disabling Injury Claims**
24%	33%	30%	13%

Data Source: WCB Data, Prepared by Data Development and Evaluation

Employers that submitted one to five lost-time claims and employers that submitted one to five disabling injury claims accounted for 12% and 9% of the total person-years worked in the Health Services industries respectively. Employers who submitted six or more lost-time claims and employers who submitted six or more disabling injury claims accounted for 71% and 75% of the total person-years worked in the Health Services industries respectively.

INDUSTRY SECTOR ANALYSIS

In 2009, the Long Term Care Facilities industry had the highest lost-time claim rate and disabling injury rate.

Between 2005 and 2009, Long Term Care Facilities industry had the highest lost-time claim rate. Either the Health Units industry or the Supply of Medical Personnel industry had the lowest lost-time claim rates every year since 2005 (see Table 4.1).

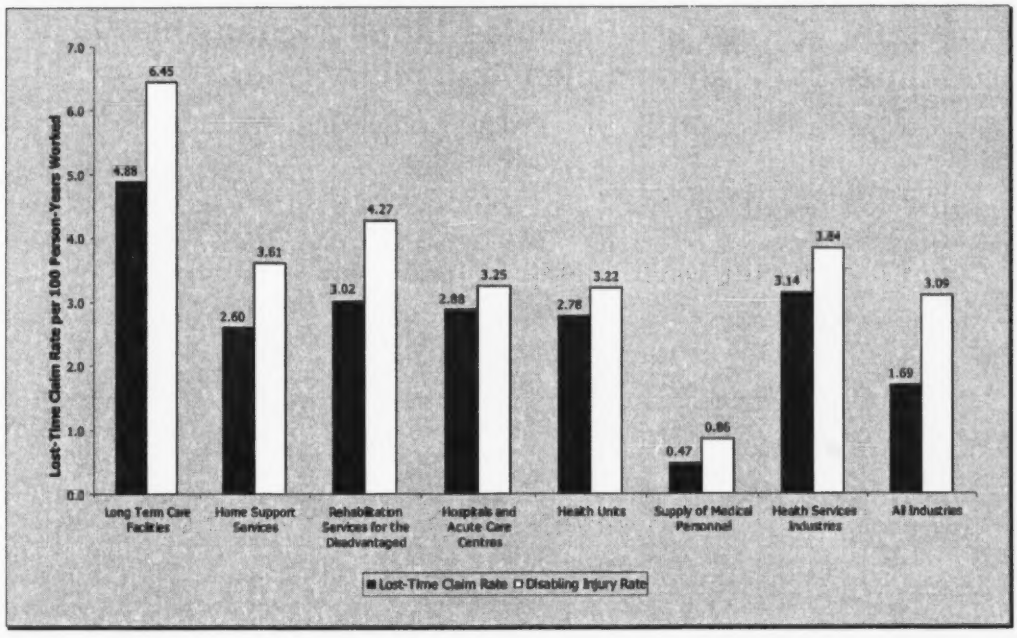
Table 4.1
Lost-Time Claim Rate for the Health Services Industries — Alberta: 2005 - 2009

Sub-Sector	2005	2006	2007	2008	2009
Health Services	3.89	3.97	3.37	3.23	**3.14**
Hospitals and Acute Care Centres	3.48	3.48	2.96	3.00	**2.88**
Home Support Services	4.08	4.33	3.13	3.12	**2.60**
Health Units	1.50	1.85	2.00	1.99	**2.78**
Supply of Medical Personnel	1.57	0.92	1.15	1.16	**0.47**
Rehabilitation Services for the Disadvantaged	4.68	3.82	3.35	2.67	**3.02**
Long Term Care Facilities	6.10	7.09	5.68	5.10	**4.88**

Data Source: WCB Data, Prepared by Data Development and Evaluation

In 2009, the Long Term Care Facilities industry had the highest lost-time claim and disabling injury rates in the Health Services industries at 4.88 and 6.45 per 100 person-years worked. The Supply of Medical Personnel industry had the lowest rates at 0.47 and 0.86 per 100 person-years worked (see Chart 4.1). The majority of claims and person-years worked are in the Hospitals and Acute Care Centers industry which accounted for 59.1% of person-years worked in the Health Services industries, 54.1% of lost-time claims, and 50.1% of disabling injury claims in the Health Services industries.

Chart 4.1
Lost-time Claim and Disabling Injury Rates for the Health Services Industries — Alberta: 2009



Data Source: WCB Data, Prepared by Data Development and Evaluation

Hospitals and Acute Care Centres

Hospitals and Acute Care Centres was the largest industry in the Health Services industries accounting for 59.1% of the person-years worked. In 2009, the lost-time claim rate decreased by 4.1%, to 2.88 per 100 person-years worked. The disabling injury rate decreased by 7.1% to 3.25 per 100 person-years worked.

The decrease in the lost-time claim rate was the result of a 7.8% decrease in lost-time claims. The decrease in the disabling injury rate was the result of a 10.7% decrease in disabling injury claims.

The duration rate was 53 days per 100 person-years worked (see Table 4.2). The average duration rate for all sectors in the province was 40 days per 100 person-years worked.

Over the last five years, the Hospitals and Acute Care Centres industry has experienced a 17.3% drop in its lost-time claim rate, a result of lost-time claims decreasing by 7.4% and the person-years worked increasing by 12.0%. Over the same period, the lost-time claim rate for the Health Services industries fell by 19.3%. The average lost-time claim rate for all sectors in the province fell by 29.7% between 2005 and 2009.

Table 4.2
Hospitals and Acute Care Centres — Alberta: 2008 - 2009

	2008	2009	% Change
Person-years worked	62,466	**60,046**	-3.9%
Lost-time claims	1,874	**1,728**	-7.8%
Lost-time claim rate	**3.00**	**2.88**	**-4.1%**
Modified-work claims	1,653	**1,015**	-38.6%
Lost-time claims involving modified work	1,342	**792**	-41.0%
Disabling injury claims	2,185	**1,951**	-10.7%
Disabling injury rate	**3.50**	**3.25**	**-7.1%**
Duration rate	52	**53**	2.3%
Days lost (LTC)	32,668	**32,123**	-1.7%
Transaction claim costs (LTC)	$7,874,948	**$9,601,970**	21.9%

Data Source: WCB Data, Prepared by Data Development and Evaluation

Home Support Services

In 2009, the Home Support Services industry lost-time claim rate decreased by 16.6%, to 2.60 per 100 person-years worked. The disabling injury rate decreased by 17.6%, to 3.61 per 100 person-years worked.

The decrease in the lost-time claim rate was the result of a 6.8% decrease in lost-time claims and an 11.7% increase in person-years worked. The decrease in the disabling injury rate was the result of a 7.9% decrease in disabling injury claims. The duration rate was 59 days lost per 100 person-years worked (see Table 4.3).

Between 2005 and 2009, the lost-time claim rate decreased by 36.3%. Lost-time claims decreased by 18.0% and person-years worked increased by 28.4%.

Table 4.3
Home Support Services — Alberta: 2008 - 2009

	2008	2009	% Change
Person-years worked	3,746	**4,186**	11.7%
Lost-time claims	117	**109**	-6.8%
Lost-time claim rate	**3.12**	**2.60**	**-16.6%**
Modified-work claims	136	**97**	-28.7%
Lost-time claims involving modified work	89	**55**	-38.2%
Disabling injury claims	164	**151**	-7.9%
Disabling injury rate	**4.38**	**3.61**	**-17.6%**
Duration rate	58	**59**	3.0%
Days lost (LTC)	2,160	**2,486**	15.1%
Transaction claim costs (LTC)	$641,641	**$498,583**	-22.3%

Data Source: WCB Data, Prepared by Data Development and Evaluation

Health Units

In 2009, the Health Units sub-sector had a lost-time claim rate of 2.78 per 100 person-years worked, an increase of 39.6% from 2008. The disabling injury rate increased by 32.0%, to 3.22 per 100 person-years worked. The duration rate was 48 per 100 person-years worked, an increase of 8.8% from 2008 (see Table 4.4).

Between 2005 and 2009, the lost-time claim rate in the Health Units sub-sector increased by 84.6%. This was the result of lost-time claims increasing by 79.0% and the person-years worked decreasing by 3.2%.

Table 4.4
Health Units — Alberta: 2008 - 2009

	2008	2009	% Change
Person-years worked	7,995	**6,771**	-15.3%
Lost-time claims	159	**188**	18.2%
Lost-time claim rate	**1.99**	**2.78**	**39.6%**
Modified-work claims	156	**126**	-19.2%
Lost-time claims involving modified work	120	**96**	-20.0%
Disabling injury claims	195	**218**	11.8%
Disabling injury rate	**2.44**	**3.22**	**32.0%**
Duration rate	44	**48**	8.8%
Days lost (LTC)	3,523	**3,246**	-7.9%
Transaction claim costs (LTC)	$810,870	**$981,088**	21.0%

Data Source: WCB Data, Prepared by Data Development and Evaluation

Supply of Medical Personnel

The Supply of Medical Personnel industry experienced a 59.5% decrease in the lost-time claim rate, to 0.47 in 2009, the lowest in the Health Services industries. This industry is relatively small in comparison to other industries and the injury rates can vary significantly from year to year as can the related measures of days lost and compensation costs (see Table 4.5).

Over the past five years, the lost-time claim rate for the Supply of Medical Personnel sub-sector has fluctuated from a high of 1.57 per 100 person-years worked in 2005 to a low of 0.47 per 100 person-years worked in 2009.

Table 4.5
Supply of Medical Personnel — Alberta: 2008 - 2009

	2008	2009	% Change
Person-years worked	1,979	**3,612**	82.5%
Lost-time claims	23	**17**	-26.1%
Lost-time claim rate	**1.16**	**0.47**	**-59.5%**
Modified-work claims	38	**26**	-31.6%
Lost-time claims involving modified work	14	**12**	-14.3%
Disabling injury claims	47	**31**	-34.0%
Disabling injury rate	**2.37**	**0.86**	**-63.9%**
Duration rate	N/A*	**N/A***	N/A*
Days lost (LTC)	764	**1,471**	92.5%
Transaction claim costs (LTC)	$241,460	**$226,563**	-6.2%

* Duration rates are not calculated when there are less than 30 lost-time claims.
Data Source: WCB Data, Prepared by Data Development and Evaluation

Rehabilitation Services for the Disadvantaged

The lost-time claim rate for Rehabilitation Services for the Disadvantaged sub-sector increased by 13.2%, to 3.02 per 100 person-years worked in 2009. The disabling injury rate increased by 7.6%, to 4.27 per 100 person-years worked.

The increases in the lost-time claim and disabling injury rates were caused by a 14.7% increase in lost-time claims, a 9.0% increase in disabling injury claims and an increase in person-years worked, 1.3%. In 2009, the duration rate increased by 35.9% to 51 per 100 person-years worked (see Table 4.6).

Since 2005, the lost-time claim rate for the Rehabilitation Services for the Disadvantaged sub-sector has decreased by 35.6%, a result of lost-time claims decreasing by 36.8% and the person-years worked increasing by 1.9%. Over the same period, the lost-time claim rate for the Health Services industries decreased by 19.3%. The average lost-time claim rate for all sectors in the province decreased by 29.7%.

Table 4.6
Rehabilitation Services for the Disadvantaged — Alberta: 2008 - 2009

	2008	2009	% Change
Person-years worked	8,661	8,778	1.3%
Lost-time claims	231	265	14.7%
Lost-time claim rate	**2.67**	**3.02**	**13.2%**
Modified-work claims	275	211	-23.3%
Lost-time claims involving modified work	162	101	-37.7%
Disabling injury claims	344	375	9.0%
Disabling injury rate	**3.97**	**4.27**	**7.6%**
Duration rate	37	51	35.9%
Days lost (LTC)	3,247	4,473	37.8%
Transaction claim costs (LTC)	$764,954	$1,154,358	50.9%

Data Source: WCB Data, Prepared by Data Development and Evaluation

Long Term Care Facilities

The Long Term Care Facilities industry had the highest lost-time claim and disabling injury rates in the Health Services industries in 2009, at 4.88 and 6.45 per 100 person-years worked, although both rates decreased from 2008 by 4.2% and 10.3% respectively.

The decreases in lost-time claim and disabling injury rates were the result of 2.7% decrease in lost-time claims, a 9.0% decrease in disabling injury claims and 1.5% increase in person-years worked. The duration rate fell 9.7% from 64 in 2008 to 58 per 100 person-years worked in 2009 (see Table 4.7).

Between 2005 and 2009, the lost-time claim rate decreased by 20.0%. Lost-time claims decreased by 3.0% and the person-years worked increased by 21.1%.

Table 4.7
Long Term Care Facilities — Alberta: 2008 - 2009

	2008	2009	% Change
Person-years worked	17,851	18,122	1.5%
Lost-time claims	910	885	-2.7%
Lost-time claim rate	**5.10**	**4.88**	**-4.2%**
Modified-work claims	1,119	771	-31.1%
Lost-time claims involving modified work	745	487	-34.6%
Disabling injury claims	1,284	1,169	-9.0%
Disabling injury rate	**7.19**	**6.45**	**-10.3%**
Duration rate	64	58	-9.7%
Days lost (LTC)	11,432	10,484	-8.3%
Transaction claim costs (LTC)	$2,858,709	$3,019,692	5.6%

Data Source: WCB Data, Prepared by Data Development and Evaluation

Distribution of injury claims

Table 4.8 presents figures for the proportion of employers without lost-time claims and the proportion of employers without disabling injury claims in 2009, by sub-sector. Table 4.9 displays figures on the proportion of the person-years worked accounted for by employers with no lost-time and by employers with no disabling injury claims. Table 4.10 displays figures for the number of claims submitted by employers.

Table 4.8
Proportion of Employers with no Lost-Time or Disabling Injury Claims, for the Health Services Industries – Alberta: 2009

Proportion of Employers by Sub-Sector	With no Lost-Time Claims	With no Disabling Injury Claims
Health Services	**85%**	**83%**
Hospitals and Acute Care Centres	22%	18%
Home Support Services	98%	97%
Health Units	52%	48%
Supply of Medical Personnel	97%	96%
Rehabilitation Services for the Disadvantaged	62%	54%
Long Term Care Facilities	35%	34%

Data Source: WCB Data, Prepared by Data Development and Evaluation

Table 4.9
Proportion of Person-years worked accounted for by Employers with no Lost-Time or Disabling Injury Claims, for the Health Services Industries – Alberta: 2009

Proportion of person-years accounted for by employers	With no Lost-Time Claims	With no Disabling Injury Claims
Health Services	**18%**	**16%**
Hospitals and Acute Care Centres	10%	9%
Home Support Services	48%	43%
Health Units	69%	69%
Supply of Medical Personnel	76%	74%
Rehabilitation Services for the Disadvantaged	22%	17%
Long Term Care Facilities	3%	2%

Data Source: WCB Data, Prepared by Data Development and Evaluation

Two industries had higher proportions of employers with no lost-time or disabling injury claims than the average for all Health Services industries, indicating a more highly concentrated occurrence of injury in those sectors (see Table 4.8). These were Home

Support Services industries and the Supply of Medical Personnel. These figures however, are influenced by employer size. In 2009, the number of employers in these two industries with no lost-time claims translates to approximately 48% and 76% of the total person-years worked in these industries respectively (see Table 4.9).

For employers who did submit claims, the Hospital and Acute Care Centres and Health Units had the highest proportion submitting six or more claims each. This is partly a reflection of the risks of working in these sub-sectors, and it is also influenced by the number and size of employers (see Table 4.10).

Table 4.10
Proportion of Employers with Lost-Time or Disabling Injury Claims for the Health Services Industries – Alberta: 2009

Sub-Sector	1 Lost-Time Claim	2 to 5 Lost-Time Claims	6 to 20 Lost-Time Claims	Over 20 Lost-Time Claims
Hospitals and Acute Care Centres	21%	30%	24%	24%
Home Support Services	48%	28%	24%	0%
Health Units	10%	30%	30%	30%
Supply of Medical Personnel	75%	25%	0%	0%
Rehabilitation Services for the Disadvantaged	27%	45%	25%	2%
Long Term Care Facilities	18%	43%	30%	9%

Sub-Sector	1 Disabling Injury Claim	2 to 5 Disabling Injury Claims	6 to 20 Disabling Injury Claims	Over 20 Disabling Injury Claims
Hospitals and Acute Care Centres	22%	32%	23%	23%
Home Support Services	45%	29%	19%	6%
Health Units	18%	27%	27%	27%
Supply of Medical Personnel	73%	20%	7%	0%
Rehabilitation Services for the Disadvantaged	27%	39%	27%	6%
Long Term Care Facilities	11%	34%	42%	13%

Data Source: WCB Data, Prepared by Data Development and Evaluation

SECTION 5

DEMOGRAPHICS OF INJURED WORKERS

Injured Worker Characteristics

In 2009, 35.7% of lost-time claims and 35.4% of disabling injury claims in the Health Services industries occurred in the Assisting Occupations in Support of Health Services occupation group. This group accounted for 14.7% of those employed in these industries[5]. In comparison, Clerical occupations accounted for 2.8% of lost-time claims, 2.8% of disabling injury claims and 12.2% of those employed (see Table 5.1).

Table 5.1
Lost-Time and Disabling Injury Claims by Selected Occupation Group — Alberta: 2009

Occupation Group	Lost-Time Claims	Disabling Injury Claims	Employment
Assisting Occupations in Support of Health Services	35.7%	35.4%	14.7%
Nurse Supervisors and Registered Nurses	18.4%	17.4%	14.7%
Technical and Related Occupations in Health	13.1%	12.8%	14.6%
Sales & Service Occupations N.E.C.	9.6%	9.9%	5.7%
Childcare and Home Support Workers	7.5%	7.8%	2.4%
Paralegals, Social Services Workers and Occupations in Education and Religion, N.E.C.*	4.8%	5.6%	10.4%
Clerical Occupations	2.8%	2.8%	12.2%
All Other Occupations	8.1%	8.3%	25.4%

* Not Elsewhere Classified
Data Source: WCB Data, Prepared by Data Development and Evaluation; Statistics Canada, Labour Force Survey (Microdata Files)

In 2009, 30.1% of lost-time claims and 29.8% of disabling injury claims were from workers aged 45 to 54 years. Young workers, those aged 15 to 24 years, accounted for 8.7% of lost-time claims and 9.0% of disabling injury claims. Young workers account for 10.3% of those employed[6] in the Health Services industries.

[5] Statistics Canada, Labour Force Survey (Microdata Files) for the Health Care and Social Assistance industry.
[6] Statistics Canada, Labour Force Survey (2009 Historical Review) for the Health Care and Social Assistance industry.

Table 5.2
Lost-Time and Disabling Injury Claims by Age in the Health Services Industries — Alberta: 2008 - 2009

Age	2008				2009			
	Lost-Time Claims	%	Disabling Injury Claims	%	Lost-Time Claims	%	Disabling Injury Claims	%
15-19 Years	46	1.4%	73	1.7%	30	0.9%	40	1.0%
20-24 Years	232	7.0%	312	7.4%	250	7.8%	312	8.0%
25-34 Years	621	18.7%	805	19.1%	626	19.6%	763	19.6%
35-44 Years	805	24.3%	1,022	24.2%	740	23.2%	917	23.5%
45-54 Years	993	30.0%	1,260	29.9%	961	30.1%	1,162	29.8%
55-64 Years	578	17.4%	695	16.5%	542	17.0%	650	16.7%
65+ Years	39	1.2%	51	1.2%	43	1.3%	51	1.3%
Unspecified	0	N/A	1	N/A	0	N/A	0	N/A
Total	3,314	100.0%	4,219	100.0%	3,192	100.0%	3,895	100.0%

Data Source: WCB Data, Prepared by Data Development and Evaluation

In the Health Services industries, 87.6% of lost-time claims and 87.4% of disabling injury claims were from women, and 12.4% and 12.6% were from men. The proportion of claims from women broadly reflects the labour market make up of this industry, with women accounting for 84.7% of those employed in the Health Services industries.[7]

Table 5.3
Lost-Time and Disabling Injury Claims by Gender in the Health Services Industries — Alberta: 2008 - 2009

Gender	2008				2009			
	Lost-Time Claims	%	Disabling Injury Claims	%	Lost-Time Claims	%	Disabling Injury Claims	%
Women	2,925	88.3%	3,705	87.8%	2,796	87.6%	3,403	87.4%
Men	389	11.7%	507	12.0%	396	12.4%	490	12.6%
Unspecified	0	N/A	7	N/A	0	N/A	2	N/A
Total	3,314	100.0%	4,219	100.0%	3,192	100.0%	3,895	100.0%

Data Source: WCB Data, Prepared by Data Development and Evaluation

[7] Statistics Canada, Labour Force Survey (2009 Historical Review) for the Health Care and Social Assistance industry.

SECTION 6

INJURY AND DISEASE ANALYSIS

Overexertion was the most common cause for lost-time and disabling injury claims in the Health Services industries. Sprains, strains and tears continued to be the leading nature of injury with the trunk being the most commonly injured body part.

Nature of Injury or Disease

The nature of injury is used to identify the physical characteristics of the injury or disease. In 2009, 90.1% of lost-time and 91.3% of disabling injury claims were caused by traumatic injuries and disorders. The most common traumatic injury and disorder was sprains, strains and tears, representing 64.0% of lost-time claims and 65.6% of disabling injury claims (see Table 6.1).

Note 6.1
Throughout this section, the classifications used are based on the Canadian Standards Association (CSA) standards for categorizing occupational injury and disease information.

Compared to the average for all sectors in the province, the Health Services industries displayed the highest proportions[8] for infectious and parasitic disorders, 11.7 times higher for both lost-time claims and disabling injury claims than the average for all sectors in the province. The Health Services industries accounted for over 77.0% of infectious and parasitic disorders claims in the province. The nature of injury category for sprains, strains and tears was also 2.4 times higher for lost-time claims and 1.6 times higher for disabling injury claims than the average for all sectors in the province.

Note 6.2
The CSA standard is designed so that Nature of Injury and Part of Body categories are directly linked when classifying injuries. This is also true for the relationship between the Source of Injury and Type of Event categories.

[8] The proportion or number of times higher or lower, compares the Health Services industries' claim rate and proportion of injuries by each injury type, against the average claim rate and injury proportion for all sectors in the province. A value equal to 1 indicates an equal probability or likelihood to the average. A value higher than 1 indicates an increased likelihood of this type of injury occurring, and a value less than one indicates a lower likelihood. See Appendix A for calculation details.

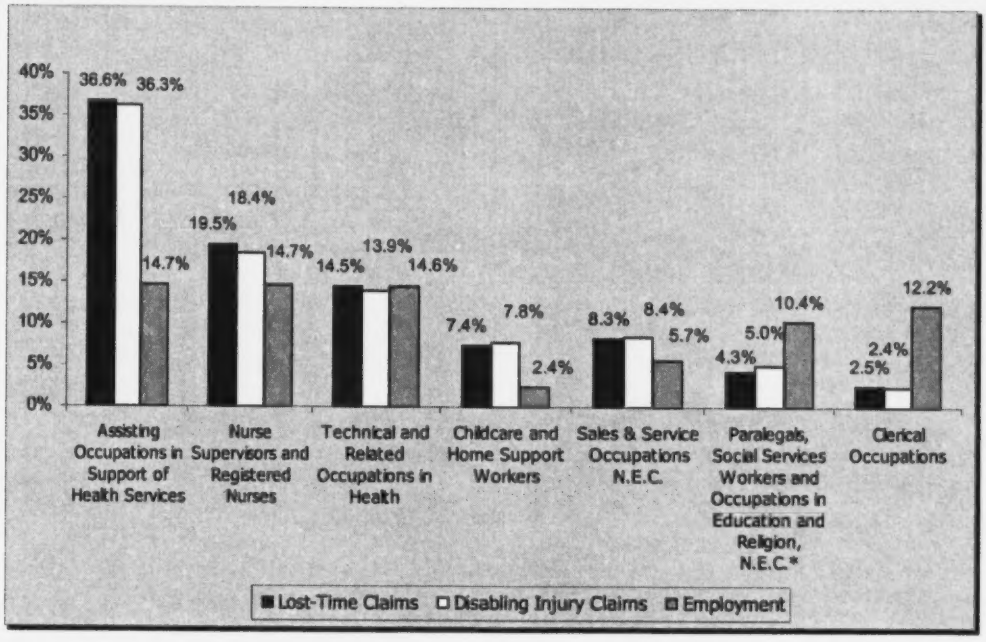
Table 6.1
Nature of Injury or Disease in the Health Services Industries — Alberta: 2009

Nature of Injury	Lost-Time Claims	%	Disabling Injury claims	%
Traumatic Injuries and Disorders	**2,877**	**90.1%**	**3,558**	**91.3%**
Sprains, Strains and Tears	2,044	64.0%	2,556	65.6%
Surface Wounds and Bruises	268	8.4%	331	8.5%
Fractures and Dislocations	143	4.5%	155	4.0%
Burns	46	1.4%	54	1.4%
Open Wounds	82	2.6%	110	2.8%
Other Traumatic Injuries and Disorders	294	9.2%	352	9.0%
Infectious and Parasitic Disorders	**87**	**2.7%**	**87**	**2.2%**
Systemic Diseases and Disorders	**181**	**5.7%**	**197**	**5.1%**
Symptoms, Signs and Ill-Defined Conditions	**37**	**1.2%**	**38**	**1.0%**
Multiple Diseases, Conditions and Disorders	**0**	**0.0%**	**0**	**0.0%**
Other Diseases, Conditions and Disorders	**7**	**0.2%**	**8**	**0.2%**
Nature of Injury - Unknown	**3**	**0.1%**	**7**	**0.2%**
Total	**3,192**	**100.0%**	**3,895**	**100.0%**

Data Source: WCB Data, Prepared by Data Development and Evaluation

In 2009, the Assisting occupations in support of health services occupational group accounted for 36.6% of lost-time claims and 36.3% of disabling injuries caused by sprains, strains and tears. This group accounted for 14.7% of those employed in the Health Services industries (see Chart 6.1).

Chart 6.1
Sprains, Strains and Tears by Selected Occupation Group — Alberta: 2009



* Not Elsewhere Classified

Data Source: WCB Data, Prepared by Data Development and Evaluation; Statistics Canada, Labour Force Survey (Microdata Files) for the Health Care and Social Assistance industry.

Part of Body Injured

In 2009, the trunk was the most commonly injured body part, accounting for 49.1% of lost-time claims and 49.7% of disabling injury claims in the Health Services industries. This was followed by upper extremities with 15.5% and 17.2% of claims, respectively (see Table 6.2).

The Health Services industries have several part of body categories that display high proportions[9] when compared to the average for all sectors in the province. Body systems displayed a proportion that was 6.7 times higher for lost-time claims and 6.0 times higher for disabling injury claims than the average for all sectors in the province. Multiple body parts displayed a proportion for lost-time claims that was 2.3 times higher than the average for all sectors. For disabling injury claims, multiple body parts displayed a proportion that was 1.9 times higher than the average for all sectors in the province respectively.

[9] The proportion or number of times higher or lower compares the Health Services industries' claim rate and proportion of injuries by each injury type, against the average claim rate and injury proportion for all sectors in the province. A value equal to 1 indicates an equal probability or likelihood to the average. A value higher than 1 indicates an increased likelihood of this type of injury occurring, and a value less than one indicates a lower likelihood. See Appendix A for calculation details.

Table 6.2
Part of Body Injured in the Health Services Industries — Alberta: 2009

Part of Body Injured	Lost-Time Claims	%	Disabling Injury Claims	%
Trunk	**1,567**	**49.1%**	**1,935**	**49.7%**
Back, Including Spine, Spinal Cord	1,042	32.6%	1,282	32.9%
Other Trunk	525	16.4%	653	16.8%
Upper Extremities	**495**	**15.5%**	**671**	**17.2%**
Wrist(s) and Hand(s) Except Finger(s)	220	6.9%	295	7.6%
Finger(s), Fingernail(s)	104	3.3%	149	3.8%
Other Upper Extremities	171	5.4%	227	5.8%
Multiple Body Parts	**292**	**9.1%**	**357**	**9.2%**
Lower Extremities	**448**	**14.0%**	**511**	**13.1%**
Leg(s)	255	8.0%	291	7.5%
Ankle(s) and Foot (Feet) Except Toes	161	5.0%	184	4.7%
Other Lower Extremities	32	1.0%	36	0.9%
Body Systems	**171**	**5.4%**	**173**	**4.4%**
Head	**127**	**4.0%**	**136**	**3.5%**
Eye(s)	23	0.7%	24	0.6%
Other Head Parts	104	3.3%	112	2.9%
Neck, Including Throat	**70**	**2.2%**	**87**	**2.2%**
Part of Body - Unknown	**21**	**0.7%**	**23**	**0.6%**
Other Body Parts	**1**	**0.0%**	**2**	**0.1%**
Total	**3,192**	**100.0%**	**3,895**	**100.0%**

Data Source: WCB Data, Prepared by Data Development and Evaluation

Source of Injury or Disease

The source of injury or disease describes the object or substance that the worker came into contact with resulting in an injury or disease. In 2009, the two primary sources of injury in the Health Services industries accounted for 50.5% of lost-time claims and 51.3% of disabling injury claims. Person – other than injured or ill worker accounted for 34.6% and 34.9% of the total lost-time claims and disabling injury claims while person – injured or ill worker accounted for 15.9% and 16.4% respectively (see Table 6.3).

The Health Services industries had a proportion[10] for person – other than injured or ill worker that was 10.7 times higher for lost-time claims compared to the average for all sectors in the province, and 10.4 times higher for disabling injury claims. Other tools and equipments displayed proportions that were 2.7 and 1.9 times higher for lost-time claims and disabling injury claims. Furniture and fixtures displayed proportions that were 1.9 and 1.4 times higher respectively.

[10] The proportion or number of times higher or lower compares the Health Services industries' claim rate and proportion of injuries by each injury type, against the average claim rate and injury proportion for all sectors in the province. A value equal to 1 indicates an equal probability or likelihood to the average. A value higher than 1 indicates an increased likelihood of this type of injury occurring, and a value less than one indicates a lower likelihood. See Appendix A for calculation details.

Table 6.3
Source of Injury or Disease in the Health Services Industries — Alberta: 2009

Source of Injury	Lost-Time Claims	%	Disabling Injury Claims	%
Persons, Plants, Animals and Minerals	**1,845**	**57.8%**	**2,236**	**57.4%**
Person-Other Than Injured or Ill Worker*	1,104	34.6%	1,359	34.9%
Person-Injured or Ill Worker	508	15.9%	639	16.4%
Other Persons, Plants, Animals & Minerals	233	7.3%	238	6.1%
Structures and Surfaces	**540**	**16.9%**	**640**	**16.4%**
Tools, Instruments and Equipment	**200**	**6.3%**	**264**	**6.8%**
Hand Tools - Nonpowered	31	1.0%	38	1.0%
Hand Tools - Powered	2	0.1%	3	0.1%
Other Tools and Equipments	167	5.2%	223	5.7%
Containers**	**136**	**4.3%**	**176**	**4.5%**
Vehicles	**150**	**4.7%**	**181**	**4.6%**
Furniture and Fixtures	**108**	**3.4%**	**136**	**3.5%**
Machinery	**57**	**1.8%**	**73**	**1.9%**
Parts and Materials	**47**	**1.5%**	**55**	**1.4%**
Chemicals and Chemical Products	**39**	**1.2%**	**42**	**1.1%**
Other Sources	**51**	**1.6%**	**66**	**1.7%**
Source of Injury - Unknown	**19**	**0.6%**	**26**	**0.7%**
Total	**3,192**	**100.0%**	**3,895**	**100.0%**

* Person – other than injured or ill worker: classifies workplace injuries or illnesses inflicted by family members as well as non-family relations, including co-workers, former co-workers, and patients.
** Containers: classifies receptacles commonly used to hold, store or carry materials (examples: dishes, cups and glasses, luggage, etc.).
Data Source: WCB Data, Prepared by Data Development and Evaluation

Type of Event or Exposure

The type of event or exposure describes the incident or event that occurred at the time of the exposure that directly resulted in the injury or disease. The most common type of event or exposure was overexertion and bodily reaction. In 2009, overexertion and bodily reaction accounted for 49.3% of lost-time claims and 50.4% of disabling injury claims (see Table 6.4).

Assaults and violent acts claims were filed at a higher frequency in the Health Services industries than in any other sector. In 2009, the proportions[11] for assaults and violent acts were 5.7 and 5.9 times higher for lost-time claims and disabling injury claims than the average for all sectors in the province. Overexertion displayed proportions that were 3.1 and 2.1 times higher than the average for all sectors for lost-time claims and disabling injury claims. Other assaults and violent acts displayed proportions that were 2.2 and 1.9 times higher respectively.

Note 6.1:
Statistics Canada found that one-third of violent incidents in the workplace involved a victim working in social assistance or health care services such as hospitals, nursing or residential care facilities (de Léséleuc, 2007).

[11] The proportion or number of times higher or lower compares the Health Services industries' claim rate and proportion of injuries by each injury type, against the average claim rate and injury proportion for all sectors in the province. A value equal to 1 indicates an equal probability or likelihood to the average. A value higher than 1 indicates an increased likelihood of this type of injury occurring, and a value less than one indicates a lower likelihood. See Appendix A for calculation details.

Table 6.4
Type of Event or Exposure in the Health Services Industries — Alberta: 2009

Type of Event or Exposure	Lost-Time Claims	%	Disabling Injuries	%
Bodily Reaction or Exertion	**1,794**	**56.2%**	**2,249**	**57.7%**
Overexertion	1,209	37.9%	1,512	38.8%
Bodily Reaction*	364	11.4%	450	11.6%
Repetitive Motion	118	3.7%	150	3.9%
Other Bodily Reaction/Exertion	103	3.2%	137	3.5%
Falls	**526**	**16.5%**	**610**	**15.7%**
Fall on Same Level	472	14.8%	547	14.0%
Fall to Lower Level	46	1.4%	55	1.4%
Other Falls	8	0.3%	8	0.2%
Contact with Objects or Equipment	**303**	**9.5%**	**396**	**10.2%**
Struck by Object	143	4.5%	182	4.7%
Struck against Object	100	3.1%	128	3.3%
Caught in Object	40	1.3%	56	1.4%
Rubbed or Abraded	2	0.1%	2	0.1%
Other Contact with Object/Equipment	18	0.6%	28	0.7%
Exposure to Harmful Substances	**304**	**9.5%**	**315**	**8.1%**
Assaults and Violent Acts	**178**	**5.6%**	**223**	**5.7%**
Assaults and Violent Acts by Person(s)	158	4.9%	200	5.1%
Other Assaults and Violent Acts	20	0.6%	23	0.6%
Transportation Accidents	**81**	**2.5%**	**93**	**2.4%**
Type of Event - Unknown	**6**	**0.2%**	**9**	**0.2%**
Total	**3,192**	**100.0%**	**3,895**	**100.0%**

* Bodily reaction: injuries or illnesses resulting from a single incident of free bodily motion which imposed stress or strain on some part of the body.
Data Source: WCB Data, Prepared by Data Development and Evaluation

Duration of Disability

Duration of disability[12] is intended to reflect the severity of the effects of occupational injury and disease as reflected by the number of days off work. The efforts of employers to introduce modified work programs to integrate injured workers more quickly back into the workforce also reduce workdays lost.

In 2009, 61.2% of lost-time claims in the Health Services industries resulted in a duration of disability of 10 days or less. Claims with one to five days' duration represented 47.8% of all claims, and claims with six to ten days' duration accounted for 13.4% (see Table 6.5). In the Health Services industries 8.2% of lost-time claims were for 51 days or more. For all sectors in the province, 13.8% of claimants were unable to work for 51 days or more.

Table 6.5
Duration of Disability — Alberta: 2009

Duration of Disability	% of Health Industries' Lost-Time Claims	% of Lost-Time Claims in the Province
1-5 Days	47.8%	39.9%
6-10 Days	13.4%	13.4%
11-15 Days	7.6%	7.6%
16-20 Days	5.0%	5.0%
21-30 Days	6.9%	6.7%
31-40 Days	4.3%	4.7%
41-50 Days	2.8%	3.4%
51 Days or More	8.2%	13.8%
Unspecified	4.0%	5.6%

Data Source: WCB Data, Prepared by Data Development and Evaluation

[12] The duration of disability refers to the length of time, in days, for which the worker receives wage compensation from the WCB.

OCCUPATIONAL FATALITIES

In 2009, the WCB accepted three fatalities in the Health Services industries.

A WCB accepted occupational fatality is defined as the death of a worker, resulting from a work-related incident or exposure, which has been accepted by the WCB for compensation. Some of the fatalities accepted in a particular year occurred in prior years.

Types of Occupational Fatalities Accepted by the WCB

All fatalities were classified by type based on WCB classification standards. Occupational fatalities are classified into three general types:

- motor vehicle incidents (including latent motor vehicle incidents)
- workplace incidents (including latent workplace incidents)
- occupational disease

Occupational Health and Safety Officers investigate workplace incidents while local police authorities normally investigate motor vehicle incidents and workers' physicians report deaths due to occupational disease.

Motor Vehicle Incidents

Motor vehicle incidents typically involve non-industrial vehicles operating on public roads in which the fatally injured worker was either the driver or a passenger. This type of occupational fatality also includes cases involving aircraft, train, helicopter and water vehicle crashes. Since 2005, two fatalities in the Health Services industries accepted by WCB were motor vehicle incidents (see Table 7.1).

Workplace Incidents

Workplace incidents consist of cases in which the worker died at a worksite or as a result of injuries sustained at a worksite. This is the type of fatality that E&I typically investigates. Since 2005, four fatalities accepted by the WCB were workplace incidents (see Table 7.1).

Latent fatalities consist of workers who were involved in a workplace incident or exposure, or a motor vehicle incident that did not become a fatality until a much later date, often years later. These incidents were classified as occupational diseases. From 2002, these incidents are included with either motor vehicle or workplace incident categories in accordance to their original injury.

Usually other contributing factors cause a latent fatality, although these contributing factors are the result of the initial injury or exposure. A motor vehicle incident, where a worker received leg injuries requiring surgery is a good example of this. Complications during the surgery result in a blood clot causing a fatal stroke. The injury is classified latent because the original injury caused the requirement for surgery.

Occupational Disease

Occupational disease fatalities consist mostly of recognized occupational disease, that is, disease known to be primarily or exclusively work-related such as asbestosis and coal workers' pneumoconiosis. This category also includes heart attacks suffered on the job. Occupational diseases are frequently diagnosed several years after the initial or crucial exposure to the toxic substance, and in such cases, it is difficult to determine when the fatal exposure occurred. *The occupational disease category, therefore, should not be interpreted to reflect present worksite hazardous conditions or exposures.*

Each year, the WCB accepts occupational disease fatality claims for compensation. Occupational disease fatality claims that were accepted in a particular year may include fatalities from prior years. Since 2005, one fatality accepted by WCB in the Health Services Industries was an occupational disease incident (see Table 7.1).

Table 7.1
Types of Occupational Fatalities in the Health Services Industries Accepted by the WCB – Alberta: 2005 - 2009

Year	Motor Vehicle Incident	Workplace Incident	Occupational Disease	Total Number of Fatalities
2005	1	0	0	1
2006	1	0	0	1
2007	0	1	0	1
2008	0	1	0	1
2009	**0**	**2**	**1**	**3**
Total	**2**	**4**	**1**	**7**

Data Source: WCB Data, Prepared by Data Development and Evaluation

SECTION 8

CERTIFICATE OF RECOGNITION

A Certificate of Recognition (COR) is given to employers who develop health and safety programs that meet established standards. Certificates are jointly issued by Certifying Partners and E&I.[13]

In 2009, 9.8% of Health Services industries' employers were COR holders. These employers represented 43.3% of the total person-years worked in the Health Services industries. In the Health Unit industry, 19.0% of employers had a valid COR, representing 74.9% of the total person-years worked in this industry. In addition, 39.5% of employers in the Long Term Care Facilities industry were COR holders, accounting for 77.7% of all person-years worked (see Table 8.1).

Table 8.1
Employers With Valid COR — Alberta: 2009

Sub-Sector	Number of Certified Employers	Total Number of Employers	% of Total Employers Certified	% of Total Person-Years Certified
Health Services Industries	**178**	**1,817**	**9.8%**	**43.3%**
Health Units	4	21	19.0%	74.9%
Home Support Services	4	1,044	0.4%	15.6%
Hospitals and Acute Care Centres	20	90	22.2%	35.2%
Long Term Care Facilities	62	157	39.5%	77.7%
Rehabilitation Services for the Mentally or Physically Disadvantaged	7	143	4.9%	14.3%
Supply of Medical Personnel	81	362	22.4%	50.6%

Data Source: WCB Data, Prepared by Data Development and Evaluation

Between 2008 and 2009, the lost-time claim rate for COR holders in the Health Services industries decreased by 4.3% to 3.52 per 100 person-years worked, while the rate for non-COR holders decreased by 0.7% to 2.86 per 100 person-years worked. Disabling injury rates for COR holders decreased by 9.9% to 4.37 per 100 person-years worked, and the rate for non-COR holders decreased by 3.1% to 3.43 per 100 person-years worked (see Table 8.2).

[13] For more information on the COR program visit http://www.employment.alberta.ca/SFW/334.html

Comparing COR holders against all non-COR holders provides useful information about each group, although it does not compare like-with-like. A COR is given to employers who develop health and safety programs that meet established standards. While this group is seeing continued improvement, some non-COR holders may have good health and safety programs that may even exceed the COR standard. These employers are being counted along with those employers that may have no health and safety systems in place. This makes evaluating improving health and safety trends less clear for non-COR holders.

The two groups also differ significantly in employer structure and size. COR holders account for 9.8% of employers in the Health Services industries (Table 8.1) and 43.3% of the person-years worked. Analysis by employer size for the Health Services industries (Table 3.2), and for all sectors in the province[14], show smaller employers tend to have better health and safety performance than medium-sized and large employers. Smaller employers can find it easier to adjust working practices or introduce set standards, due in part to the size of their operations. The higher levels of health and safety performance observed for small employers however, also reflect of the type of services provided by employers of different sizes.

Table 8.2
Lost-Time Claim Rate for Health Services COR Holders — Alberta: 2008 - 2009

Employer	Year	Number of Accounts	Person-Years Work	Lost-Time Claims	Disabling Injury Claims	Lost-Time Claim Rate	Disabling Injury Rate	Change in Lost-Time Claim Rate	Change in Disabling Injury Rate
COR	2008	168	44,491	1,638	2,159	3.68	4.85	-4.3%	-9.9%
	2009	178	44,001	1,549	1,925	3.52	4.37		
Non-COR	2008	1,456	58,207	1,676	2,060	2.88	3.54	-0.7%	-3.1%
	2009	1,639	57,514	1,643	1,970	2.86	3.43		

Data Source: WCB Data, Prepared Data Development and Evaluation

[14] See the Occupational Injury and Diseases in Alberta Summary publication 2009 http://www.employment.alberta.ca/SFW/129.html

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APPENDIX A: TERMS, DEFINITIONS AND FORMULAS

Lost-Time Claim

A lost-time claim (LTC) is a claim for an occupational injury or disease that causes the worker to have time away from work beyond the day of injury. Included are claims receiving reimbursement of full or partial lost wages due to occupational illness or injury, or payment for permanent loss of function.

Modified Work Claim

A modified work claim is a claim for an occupational injury or disease where workers had their normal work duties altered to enable them to remain working without losing time from work. Also included are claims where injured workers are helped back into the workplace with modified duties after time lost due to injury or disease.

Disabling Injury Claim

Disabling injury (DI) claims combine both the lost-time and modified work concepts to produce an overall figure where an occupational injury or disease disables the worker causing either time-lost from work or for their normal work duties to be modified.

Person-Years Worked

Person-years worked are estimates calculated from wage and payroll data provided by account holders to the WCB. Alberta Employment and Immigration uses data to estimate an average industry wage, and uses the average industry wage and employer payroll data to estimate person-years worked for each employer and each industry. One person-year is equivalent to one full-time worker working for one year, and can be assumed to equal 2,000 hours worked.

Lost-Time Claim Rate

The lost-time claim rate is calculated by dividing the number of lost-time claims by the person-year estimate, and multiplying the result by 100. The lost-time claim rate represents the probability or risk of an injury or disease to a worker during a period of one-year work, which will result in time lost from work. Comparisons of lost-time claim rates between industries, or between years, can be used to indicate increases, decreases, or differences in this risk.

$$\text{LTC Rate} = \frac{\text{Number of LTC's}}{\text{Person-years worked}} \times 100$$

Disabling Injury Rate

The disabling injury rate is calculated by dividing the number of disabling injury claims by the person-year estimates, and multiplying the result by 100. The disabling injury rate represents the probability or risk of a disabling injury or disease to a worker during a period of one-year of work. The disabling injury rate is similar to the lost-time claim rate although it covers a broader range of injuries, including those that are less severe in nature (do not require time away from work). The rate represents the number of claims per 100 person-years worked and includes claims made for both lost-time and modified work.

$$\text{Disabling Injury Rate} = \frac{\text{Number of DI's}}{\text{Person-years worked}} \times 100$$

Duration (Days lost)

The duration of disability is the number of days following the injury or disease for which the worker was disabled and unable to perform normal work duties. This information is obtained for this report from data on compensation days paid on each claim from the WCB. Alberta Employment and Immigration obtains these data on March 31 of the year following the claim year, and does not update the information, even though many injured workers continue to be disabled beyond this date. As a result, the duration information reported here underestimates the true impact of lost-time injury and disease.

Duration Rate

The duration rate is calculated by dividing the number of workdays lost (disability days) by the person-year estimate, and multiplying by 100. The result is expressed as days lost per 100 person-years worked, and indicates, in part, the economic impact of occupational injury and disease. Duration rates are not recommended as reliable indicators of full economic cost. In addition, readers are warned that duration rates are highly unstable when based on only a few lost-time claims; it is recommended that the duration rate not be calculated based upon fewer than 30 lost-time claims.

$$\text{Duration Rate} = \frac{\text{Disability Days}}{\text{Person-years worked}} \times 100$$

Industry Coverage

About 80% of employed persons in Alberta are covered by WCB. This report focuses on all industry activity in Alberta covered by the WCB and by the provincial legislation for occupational health and safety. Most industry sectors are included but notable exceptions consist of the Government of Canada, and parts of the agriculture and finance sectors. Several professional groups (i.e. the teaching and medical professions) are also excluded as are some industries where WCB coverage is not compulsory.

WCB Accepted Fatality

An occupational fatality is the death of a worker which resulted from a work-related incident or exposure and which has been accepted by the WCB for compensation. A fatality is counted in the year it is accepted.

Fatality Rate

The fatality rate is calculated by dividing the number of accepted fatalities by the person-years worked estimate and multiplying the result by one million. The result is expressed as fatalities per million person-years worked. Fatalities that are found under the jurisdiction of the Government of Canada are excluded before the calculation of the fatality rate.

$$\text{Fatality Rate} = \frac{\text{Number of Fatalities}}{\text{Person-years worked}} \times 1{,}000{,}000$$

Number of Times Higher/Lower than the Provincial Average

The number of times higher/lower than the provincial average is used to compare the performance of the industries with the province regarding specific injury or disease. A number less than one indicates that the injury of the industries is lower than the provincial average; if equal to one it indicates the injury of the industries is the same as the provincial average and a number greater than one indicates that the injury of the industries is higher than the provincial average.

$$\frac{\text{Per cent of Total Claims for the Industries} \times \text{Industries' LTC Rate}}{\text{Per cent of Total Claims for the Province} \times \text{Provincial LTC Rate}}$$

Where:

$$\text{Per cent of Total Claims for the Industries} = \frac{\text{Number of LTCs for the Industries (e.g. back injury)}}{\text{Total LTCs for the Industries}} \times 100$$

$$\text{Per cent of Total Claims for the Province} = \frac{\text{Number of LTCs for the Province (e.g. back injury)}}{\text{Total LTCs for the Province}} \times 100$$

Labour Force Survey

The Labour Force Survey (LFS) is a household survey carried out monthly by Statistics Canada. The objectives of the LFS have been to divide the working-age population into three mutually exclusive classifications (employed, unemployed, and not in the labour force) and to provide descriptive and explanatory data on each of these categories. Data from the survey provide information on major labour market trends such as shifts in employment across industrial sectors, hours worked, labour force participation and unemployment rates.

For the most part, annual LFS data has been analyzed alongside injury and disease information to aid the understanding of injury risk or frequency by worker type. The LFS uses a different industry classification from WCB, although there are similarities in structure. Where possible, the two data sources are used comparably and proportions (of totals) have been used to evaluate information generated from both sources. Using proportions attempts to overcome obvious distortions in the numbers in employment from both sources, although the impact on the proportions from industry coverage differences is unclear. In certain instances, monthly LFS micro-data files have been combined and used to produce proportion estimates for the whole year for particular sub-groups of the population.

For further information on the LFS, please see
http://www.employment.alberta.ca/BI/2599.html

B

APPENDIX B: HEALTH SERVICES WCB INDUSTRY CODES[15]

82100 – Hospitals and Acute Care Centres

82704 – Home Support Services

82705 – Health Units

82710 – Supply of Medical Personnel

82806 – Rehabilitation Services for the Mentally or Physically Disadvantaged

82808 – Long Term Care Facilities

[15] Codes are Workers' Compensation Board industry codes.

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http://employment.alberta.ca

Work Safe Alberta website:

www.worksafe.alberta.ca

Workplace Health and Safety Contact Centre:

Telephone: 780-415-8690, toll free by calling 1-866-415-8690

http://www.employment.alberta.ca/SFW/2874.html

Certificate of Recognition (COR) Program:

http://www.employment.alberta.ca/SFW/334.html